

Exhibit Three

2025-2026 SALARY SCHEDULE FOR CERTIFIED PERSONNEL

SPRING HILL SCHOOL DISTRICT #230

HEALTH INSURANCE (SINGLE POLICY) DENTAL INSURANCE (SINGLE POLICY)

Steps	BA+0	BA+12	BA+24	MA+0	MA+15	MA+30	MA+45	MA+60
1	\$ 51,000	\$ 51,800	\$ 52,700	\$ 56,600	\$ 57,700	\$ 58,900	\$ 60,300	\$ 64,000
2	\$ 51,200	\$ 52,000	\$ 52,900	\$ 56,900	\$ 58,000	\$ 59,200	\$ 60,700	\$ 64,500
3	\$ 51,400	\$ 52,200	\$ 53,100	\$ 57,200	\$ 58,300	\$ 59,500	\$ 61,100	\$ 65,000
4	\$ 51,600	\$ 52,400	\$ 53,300	\$ 57,500	\$ 58,600	\$ 59,800	\$ 61,500	\$ 65,600
5	\$ 51,900	\$ 52,700	\$ 53,600	\$ 57,800	\$ 59,000	\$ 60,200	\$ 62,000	\$ 66,200
6	\$ 52,200	\$ 53,000	\$ 53,900	\$ 58,200	\$ 59,400	\$ 60,600	\$ 62,500	\$ 66,800
7	\$ 52,500	\$ 53,300	\$ 54,200	\$ 58,600	\$ 59,800	\$ 61,100	\$ 63,000	\$ 67,500
8	\$ 52,900	\$ 53,700	\$ 54,600	\$ 59,100	\$ 60,300	\$ 61,600	\$ 63,600	\$ 68,200
9	\$ 53,300	\$ 54,100	\$ 55,000	\$ 59,600	\$ 60,800	\$ 62,200	\$ 64,200	\$ 68,900
10	\$ 53,700	\$ 54,500	\$ 55,400	\$ 60,200	\$ 61,400	\$ 62,800	\$ 64,900	\$ 69,600
11	\$ 54,200	\$ 55,000	\$ 55,900	\$ 60,800	\$ 62,000	\$ 63,400	\$ 65,600	\$ 70,400
12	\$ 54,700	\$ 55,500	\$ 56,400	\$ 61,400	\$ 62,700	\$ 64,100	\$ 66,400	\$ 71,200
13	\$ 55,200	\$ 56,000	\$ 56,900	\$ 62,000	\$ 63,400	\$ 64,800	\$ 67,200	\$ 72,000
14	\$ 55,200	\$ 56,000	\$ 57,500	\$ 62,600	\$ 64,100	\$ 65,500	\$ 68,200	\$ 72,800
15	\$ 55,200	\$ 56,000	\$ 58,100	\$ 63,200	\$ 64,900	\$ 66,300	\$ 69,200	\$ 73,600
16	\$ 55,200	\$ 56,000	\$ 58,700	\$ 63,800	\$ 65,700	\$ 67,100	\$ 70,200	\$ 74,500
17	\$ 55,200	\$ 56,000	\$ 59,300	\$ 64,400	\$ 66,500	\$ 68,000	\$ 71,200	\$ 75,400
18	\$ 55,200	\$ 56,000	\$ 59,900	\$ 65,000	\$ 67,300	\$ 69,000	\$ 72,200	\$ 76,400
19	\$ 55,200	\$ 56,000	\$ 59,900	\$ 65,600	\$ 68,200	\$ 70,000	\$ 73,200	\$ 77,400
20	\$ 55,200	\$ 56,000	\$ 59,900	\$ 66,200	\$ 69,100	\$ 71,000	\$ 74,200	\$ 78,500
21	\$ 55,200	\$ 56,000	\$ 59,900	\$ 66,800	\$ 70,000	\$ 72,000	\$ 75,200	\$ 79,600
22	\$ 55,200	\$ 56,000	\$ 59,900	\$ 67,400	\$ 71,000	\$ 73,000	\$ 76,200	\$ 80,700
23	\$ 55,200	\$ 56,000	\$ 59,900	\$ 68,000	\$ 72,000	\$ 74,000	\$ 77,200	\$ 81,800
24	\$ 55,200	\$ 56,000	\$ 59,900	\$ 68,600	\$ 73,000	\$ 75,000	\$ 78,200	\$ 82,900
25	\$ 55,200	\$ 56,000	\$ 59,900	\$ 69,200	\$ 74,000	\$ 76,000	\$ 79,200	\$ 84,100
26	\$ 55,200	\$ 56,000	\$ 59,900	\$ 69,800	\$ 75,000	\$ 77,000	\$ 80,200	\$ 85,300
27	\$ 55,200	\$ 56,000	\$ 59,900	\$ 70,400	\$ 76,000	\$ 78,000	\$ 81,200	\$ 86,500
28	\$ 55,200	\$ 56,000	\$ 59,900	\$ 71,000	\$ 77,000	\$ 79,000	\$ 82,200	\$ 87,800
29	\$ 55,200	\$ 56,000	\$ 59,900	\$ 71,600	\$ 78,000	\$ 80,000	\$ 83,200	\$ 89,100
30	\$ 55,200	\$ 56,000	\$ 59,900	\$ 72,200	\$ 79,000	\$ 81,000	\$ 84,200	\$ 90,400
31	\$ 55,200	\$ 56,000	\$ 59,900	\$ 72,200	\$ 79,000	\$ 82,000	\$ 85,200	\$ 91,700
32	\$ 55,200	\$ 56,000	\$ 59,900	\$ 72,200	\$ 79,000	\$ 83,000	\$ 86,200	\$ 92,900
33	\$ 55,200	\$ 56,000	\$ 59,900	\$ 72,200	\$ 79,000	\$ 84,000	\$ 87,200	\$ 94,100
34	\$ 55,200	\$ 56,000	\$ 59,900	\$ 72,200	\$ 79,000	\$ 85,000	\$ 88,200	\$ 95,200
35	\$ 55,200	\$ 56,000	\$ 59,900	\$ 72,200	\$ 79,000	\$ 85,000	\$ 88,200	\$ 96,300
36	\$ 55,200	\$ 56,000	\$ 59,900	\$ 72,200	\$ 79,000	\$ 85,000	\$ 88,200	\$ 97,300
37	\$ 55,200	\$ 56,000	\$ 59,900	\$ 72,200	\$ 79,000	\$ 85,000	\$ 88,200	\$ 98,300
38	\$ 55,200	\$ 56,000	\$ 59,900	\$ 72,200	\$ 79,000	\$ 85,000	\$ 88,200	\$ 99,300
39	\$ 55,200	\$ 56,000	\$ 59,900	\$ 72,200	\$ 79,000	\$ 85,000	\$ 88,200	\$ 100,300
40	\$ 55,200	\$ 56,000	\$ 59,900	\$ 72,200	\$ 79,000	\$ 85,000	\$ 88,200	\$ 101,300

* Doctorate or National Board Certified + \$2,500 Stipend